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This Workbook has been produced by Energy & Utility Skills to ensure that apprentices know about the Employee Rights and Responsibilities (ERR) that form part of their apprenticeship programme. As they work through this ERR Workbook, they will need to develop

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and evidence an understanding of their occupation and the industry in which they work.

Employee Rights and Responsibilities (ERR) Workbook  
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to:

- The right not to be discriminated against on the basis of sex, race or disability.
- The right to take maternity leave and receive associated benefits if qualified.
- The right to receive statutory sick pay.

Employment Rights  
and Responsibilities

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Employee rights and responsibilities are important to ensure that all employees are made aware of what they should be doing to promote a safe and healthy work environment for themselves as well as colleagues. Such rights and responsibilities can

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include benefits,  
safety regulations,  
health rules, use of  
protective gear, etc. ...

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more employees must  
provide up to 56  
hours of paid leave.

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or fewer employees

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with information on their rights and responsibilities under State and federal law with respect to equal employment opportunity. Emphasis will be placed on New York State's Human Rights Law because the protections it provides are generally greater than those

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granted under federal law. In addition, this Handbook will cover related State laws and

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their employment will be ending, so they have time to find other work. 3. Having the rights to request flexible hours and days. Self-employee

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## Questions

With the number of rights and responsibilities for employers and employees, while in an organization the employer has the right to question about the mental health condition of the employee. In this way, the employer makes sure that the

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Employee can work  
and satisfy the  
company  
requirements.

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26 Employees and  
Employers Rights and  
Responsibilities ...

Both parties have  
legal  
rights/responsibilities  
re: amount/timing of  
holidays, maternity/pa  
ternity/parental leave.

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Also time off for public duties (jury duty/JP) and other functions, some paid/not paid by employer. Some exceptions apply to seasonal workers, Public service/Emergency Services. Q4.

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Lantra 7 procedure  
who misbehaves. For  
example, the  
employer may issue a  
verbal warning,  
followed by a written  
warning, followed by  
dismissal. This will  
depend on the nature  
of the offence and on

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the behaviour of the person who has committed the offence.

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(ERR) Workbook

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Children`s and Young

People`s Settings.

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This workbook  
intends to cover the  
requirements of  
employment rights  
and responsibilities  
within the  
Specification of  
Apprenticeship  
Standards for  
England. This  
workbook is written so  
that it can be applied  
in a working context.

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(TDA) to help the  
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frameworks for  
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schools. The workbook applies to apprenticeship programmes in England, where ERR is a mandatory component. Although not formally assessed or separately certificated, evidence of

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and learning in ...

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disabilities are  
protected from  
employment

discrimination by Title  
I of the Americans  
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(ADA) and the  
Rehabilitation Act of  
1973 (Rehabilitation  
Act). The ADA covers  
employers with 15 or  
more employees,

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including state and local governments. It also applies to employment agencies and labor organizations.

Employee Rights |  
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Employees are entitled to 80 hours of paid sick leave at full pay, with a maximum

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of \$5,110 total, under federal law. For employers with between 11 and 49 employees or with 10 or fewer employees with net income over \$1 million. Under federal law, employers with fewer than 50 employees are obligated to provide

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